



COUNTY OF LOS ANGELES

DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

May 19, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of May 18, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 449 employees at KDMC. Of this number, 230 actions have resulted in discharges or resignations. A total of 55 disciplinary actions have been taken against physicians and 39 physicians have been discharged or resigned.

Since our last report, we have closed three cases and have opened one additional case. As a result, our open caseload is currently 51 (detailed summary information is contained in Attachments I and II). The one new case does not involve a physician or a nurse.

RECRUITMENTS

Nurse recruiters will be attending graduation ceremonies at several community colleges next week. The ceremonies will be at the following Registered Nursing Programs: the Los Angeles County School of Nursing on May 25, 2006, Los Angeles Trade Technical College on May 30, 2006; and East Los Angeles College and Compton College on May 31, 2006. Nurse recruiters will also be hosting a recruitment booth at the National Association of Hispanic Nurses Conference being held at the Wilshire Grand Hotel in Los Angeles on June 2, 2006.

To Enrich Lives Through Effective and Caring Service

Each Supervisor
May 19, 2006
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If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 051906

KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE

Period: 01/26/04 - 05/18/06

Dated: 5/18/2006

Closed Cases -	843
Open Cases -	51
Referred Cases -	11
Grand Total =	905

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Formal discipline:						
Discharges	10	4	30	0	29	73
Discharges of Probationers	0	6	7	1	9	23
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	10	7	22	1	17	57
Reprimands	7	2	23	2	14	48
Warnings	1	1	1	3	5	11
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	14	1	34	0	8	57
Medical Release	0	0	0	0	1	1
Subtotal	65	41	196	17	130	449

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	23	9	39	43	30	144
Total Actions Taken	88	50	235	60	160	593

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners² Includes: Surgical Technicians; Medical Technologists; etc.³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 05/18/06

Dated: 5/18/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	7	3	0	10
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	55	9	1	65

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	76	10	2	88